

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***

## **First Sergeant Update**



**SMSgt Chris  
Anthony**

**First Sergeant Special Duty  
Manager (AF/CCC)**

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# Overview

- **Current Manning**
- **Manning History**
- **FSA Training History**
- **MAJCOM Recruiting Goal Progress**
- **MSgt 1<sup>st</sup> Sgt Demographics**
- **MSgt Demographics**
- **1<sup>st</sup> Sgt Central Selection**
- **1<sup>st</sup> Sgt Experience Demographics**



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# ***Manning History***

<b>Date Total</b>	<b>CMSgt</b>	<b>SMSgt</b>	<b>MSgt</b>	
<b>May 00</b>	<b>110%</b>	<b>142%</b>	<b>85%</b>	<b>96%</b>
<b>July 00</b>	<b>105%</b>	<b>141%</b>	<b>85%</b>	<b>96%</b>
<b>Sep 00</b>	<b>108%</b>	<b>139%</b>	<b>84%</b>	<b>95%</b>
<b>Nov 00</b>	<b>106%</b>	<b>145%</b>	<b>82%</b>	<b>93%</b>
<b>Apr 01</b>	<b>104%</b>	<b>148%</b>	<b>82%</b>	<b>92%</b>
<b>Dec 01</b>	<b>104%</b>	<b>140%</b>	<b>77%</b>	<b>92%</b>
<b>Jun 02</b>	<b>114%</b>	<b>139%</b>	<b>80%</b>	<b>93%</b>
<b>Nov 02</b>	<b>127%</b>	<b>144%</b>	<b>80%</b>	<b>93%</b>
<b>Mar 03</b>	<b>134%</b>	<b>133%</b>	<b>78%</b>	<b>91%</b>
<b>Jun 03</b>	<b>140%</b>	<b>135%</b>	<b>78%</b>	<b>91%</b>



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# ***First Sergeant Academy Training History***

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<b>Year</b>	<b>Students Trained</b>
<b>1998</b>	<b>249</b>
<b>1999</b>	<b>251</b>
<b>2000</b>	<b>192</b>
<b>2001</b>	<b>202</b>
<b>2002</b>	<b>212</b>
<b>2003</b>	<b>175</b>

**Annual TPR of 300**



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# ***First Sergeant Academy Training History***

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## **■ Where Students Came From**

<b>FY02</b>	<b>FY03</b>
<b>ACC - 67</b>	<b>ACC - 51</b>
<b>AMC - 53</b>	<b>AMC - 21</b>
<b>AETC - 35</b>	<b>AETC - 38</b>
<b>AFSPC - 18</b>	<b>AFSPC - 14</b>
<b>PACAF - 14</b>	<b>PACAF - 23</b>
<b>AFMC - 11</b>	<b>AFMC - 6</b>
<b>AFSOC - 4</b>	<b>AFSOC - 3</b>
<b>AIA - 2</b>	<b>AIA - 2</b>
<b>USAFE - 2</b>	<b>USAFE - 10</b>
<b>OTHER - 4</b>	<b>OTHER - 8</b>



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# ***MAJCOM Recruiting Goal Progress Through Oct 03***

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<b>MAJCOM</b>	<b>6 Class Goal</b>		<b>Status</b>	<b>Empty Seats</b>
<b>ACC</b>	<b>109</b>	<b>35</b>	<b>19</b>	
<b>AETC42</b>	<b>13</b>	<b>8</b>		
<b>PACAF</b>	<b>31</b>	<b>10</b>	<b>5</b>	
<b>AMC 63</b>	<b>10</b>		<b>21</b>	
<b>AFSPC</b>	<b>21</b>	<b>8</b>	<b>2</b>	
<b>USAFE</b>	<b>31</b>	<b>10</b>	<b>5</b>	
<b>AFMC</b>	<b>21</b>	<b>5</b>	<b>5</b>	
<b>AFSOC</b>	<b>14</b>	<b>2</b>	<b>5</b>	
<b>AIA 14</b>	<b>1</b>	<b>6</b>		
<b><u>OTHER</u></b>	<b><u>0</u></b>	<b><u>5</u></b>	<b><u>0</u></b>	
<b>Total</b>	<b>346</b>	<b>99</b>	<b>76</b>	

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As of:

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# ***MAJCOM Recruiting Goal Progress Through Oct 03***

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<b>Grade</b>	<b>Current</b>	<b>Dec</b>
<b>CMSgt</b>	<b>135%</b>	<b>142%</b>
<b>SMSgt</b>	<b>130%</b>	<b>129%</b>
<b>MSgt</b>	<b>76%</b>	<b>74%*</b>
<b>Total</b>	<b>89%</b>	<b>91%**</b>

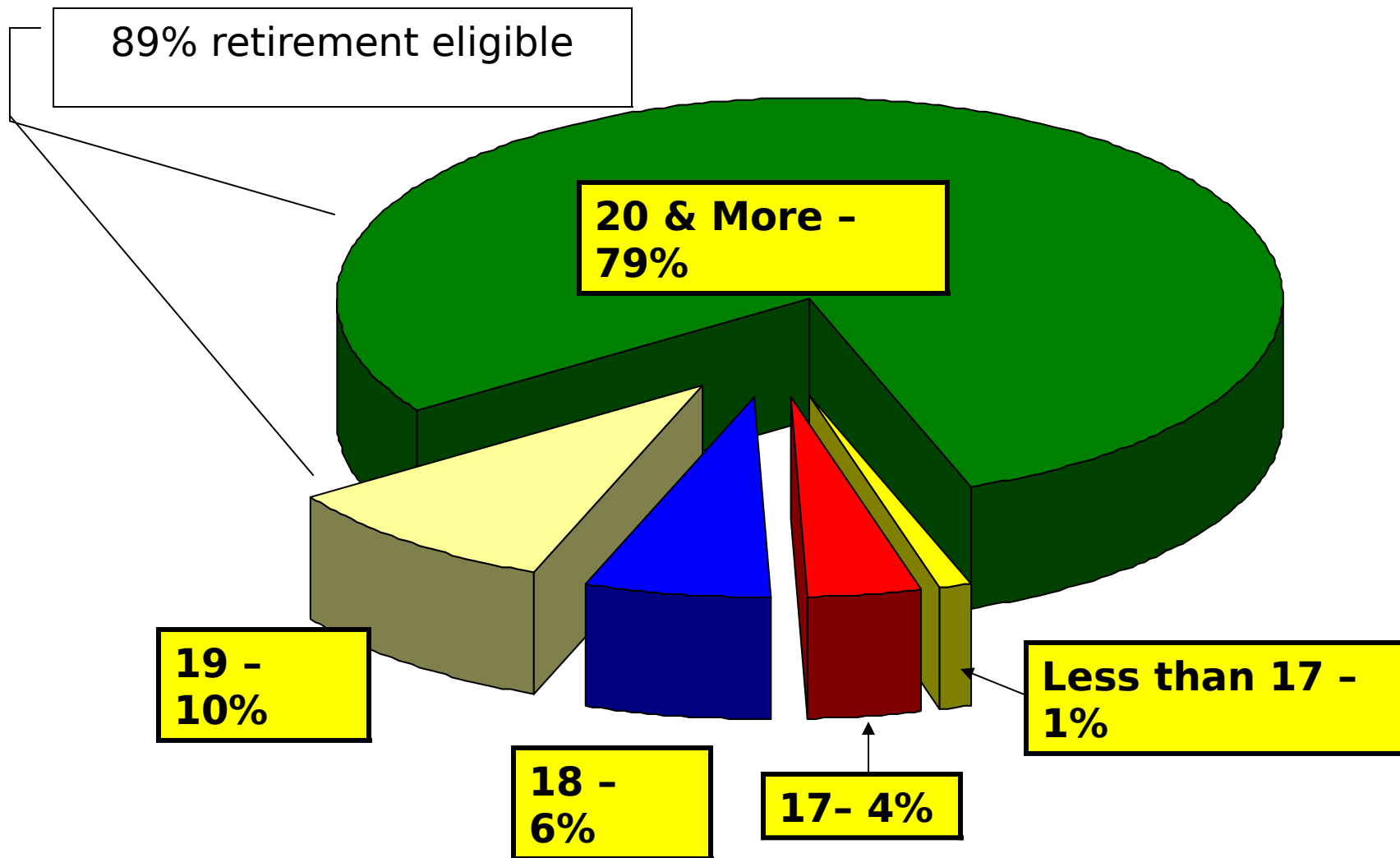
**\* Would have been 82% if goal were met**

**\*\* Would have been 97% if goal were met**



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# MSgt 1<sup>st</sup> Sgt Demographics



As of:

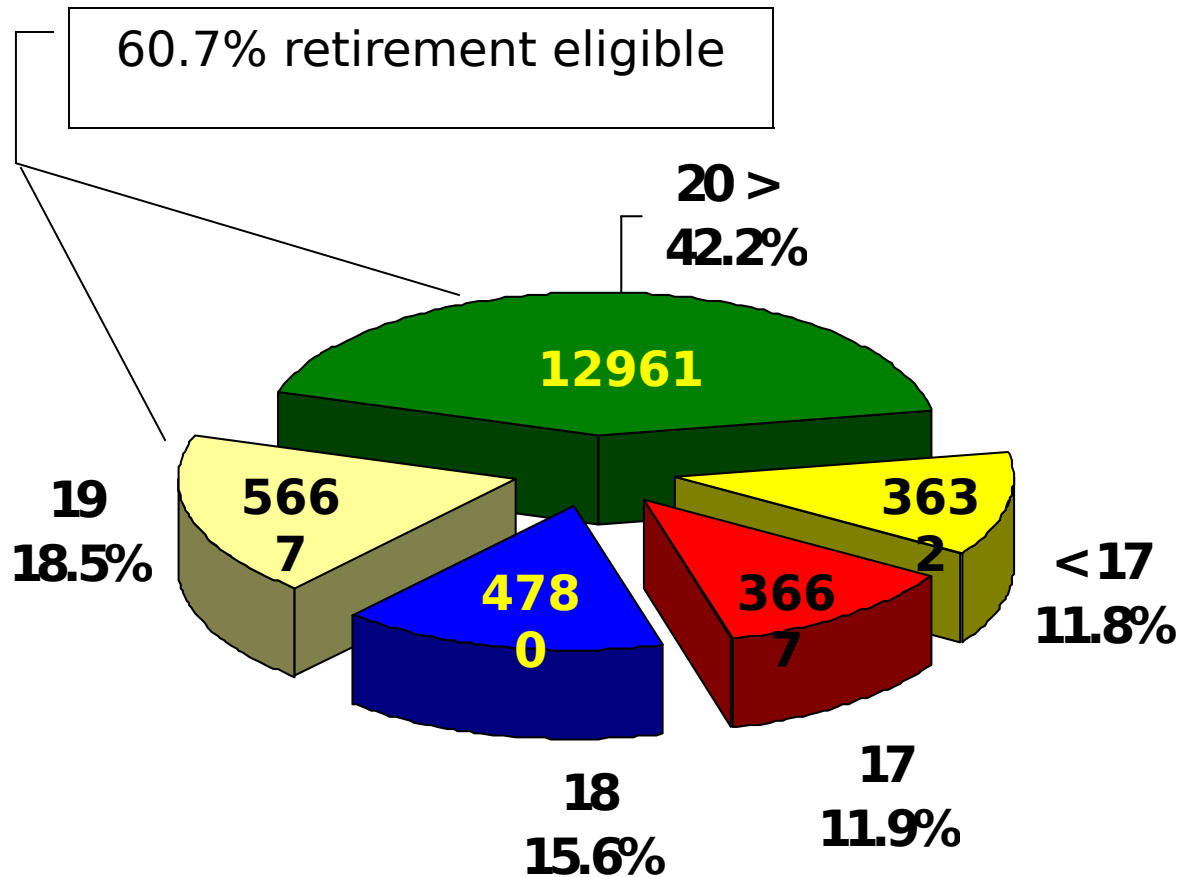
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# AF MSgt Demographics





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# ***First Sergeant Central Selection Process***

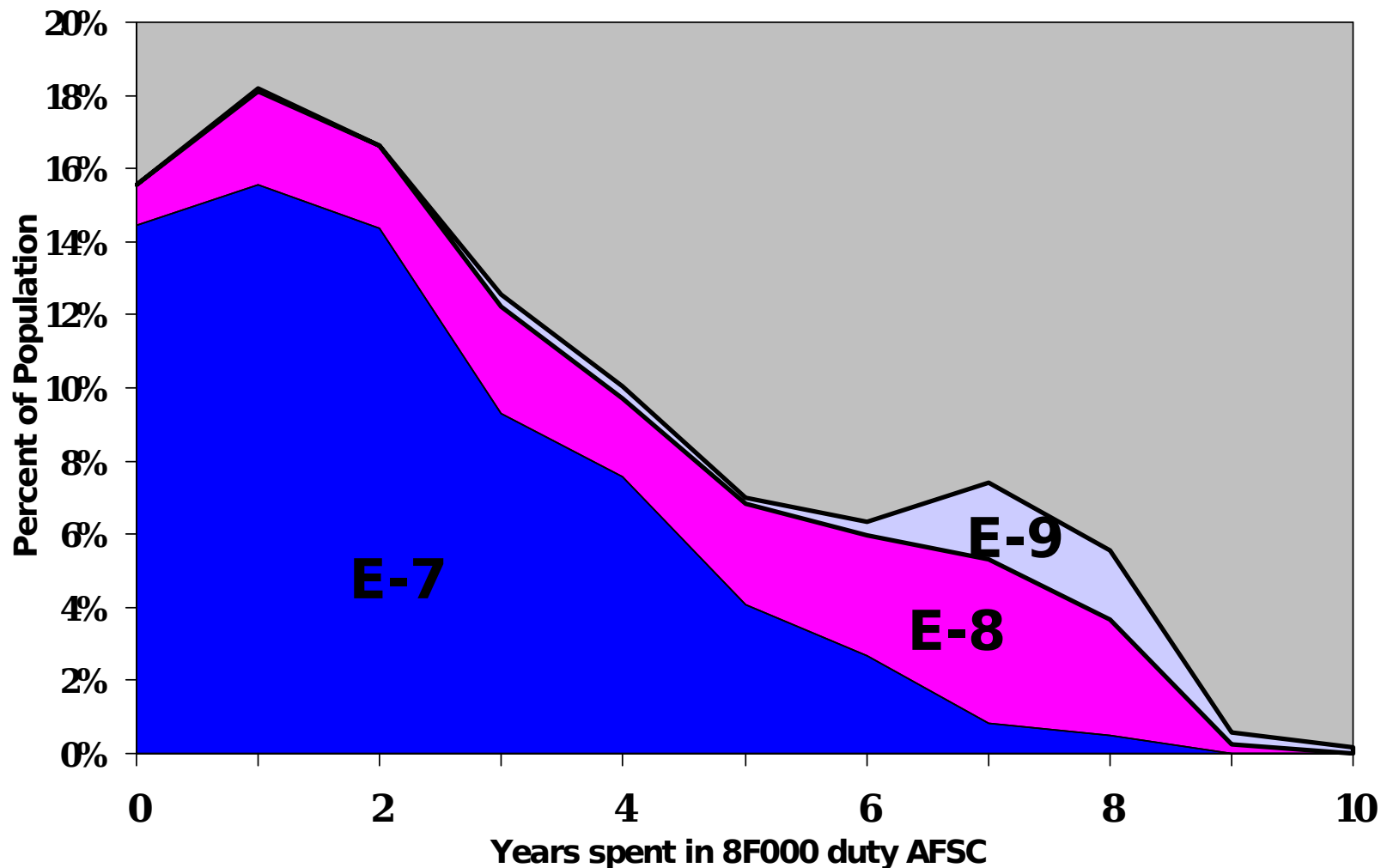
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- **Fill vacancies left by volunteer program**
  - **Dual track system - Voluntary & Central Selection**
- **Man first sergeants at 100%**
- **Balance grades**
- **Promote a culture where first sergeant duty is highly sought after**
- **Bring in younger E-7s**



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# First Sergeant Demographics



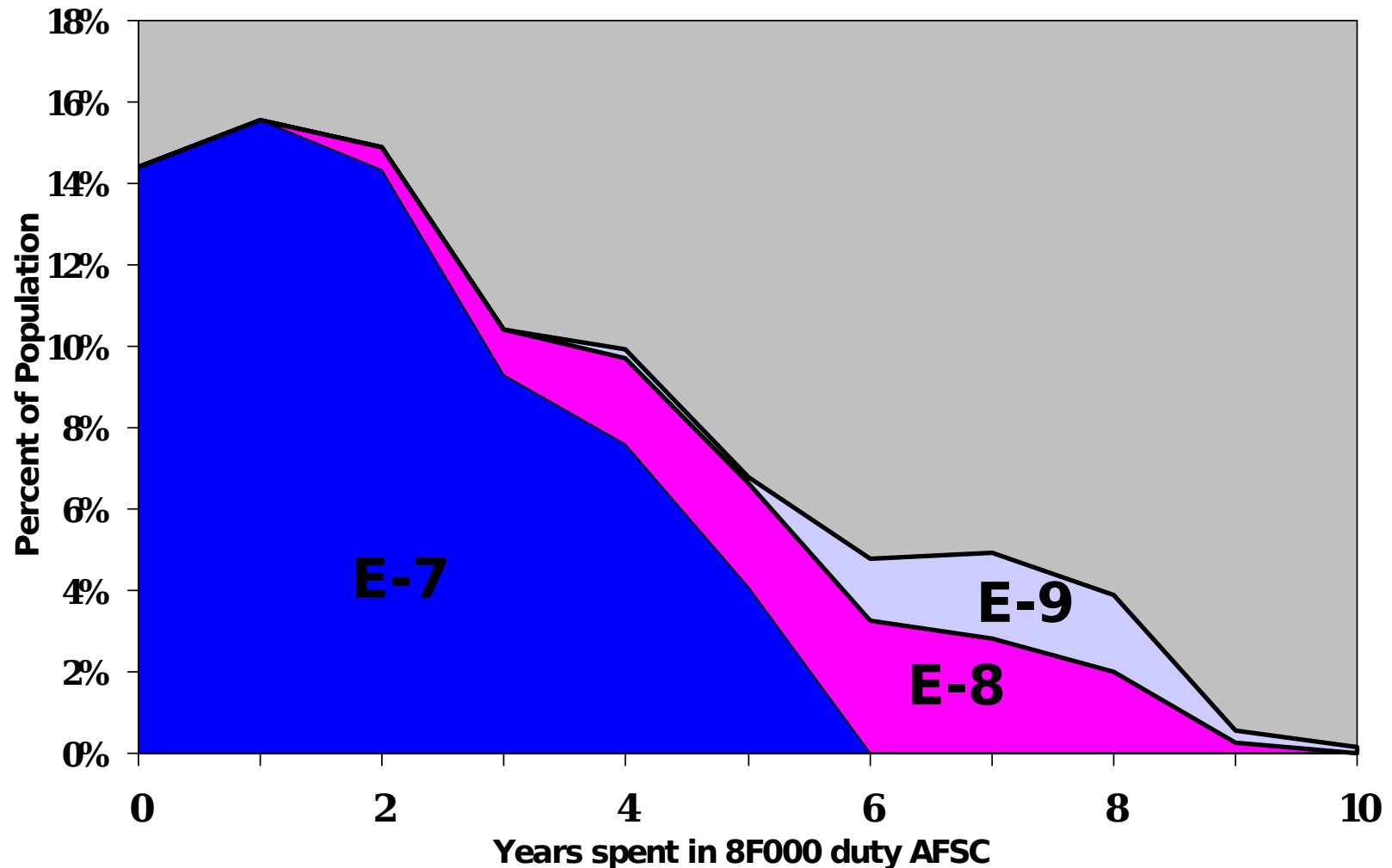
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# ***Desired First Sergeant Demographics***





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# ***First Sergeant Central Selection Process***

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**Maybe we can't "non-  
vol" leadership, but we  
can assign proven  
leaders where we need  
them. We do it  
everyday!**



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***Questions?***